

**CITY OF CORVALLIS**  
**BENEFIT SUMMARY – CRCCA EMPLOYEES**

**INSURANCE**

Medical/Vision/Dental	Coverage is effective the first of the month following 30 days of employment. City pays 100% of single, two party, or family coverage. For part-time employees, City pays 100% of single coverage only and City premium contributions to 2-party and family coverage in the HDHP will be prorated based on FTE.
Life/Accidental Death & Dismemberment	Employees are provided a policy in the amount of one times annual salary, rounded to the next highest \$1,000. The City fully pays the premium.
Long Term Disability	If an employee is unable to work due to injury or illness, this benefit pays 60% of the employee's salary, after satisfying a 90-day waiting period. The City fully pays the premium.
Supplemental Insurance (Employee Paid)	There are optional insurance plans in which the employee can enroll at his/her expense. <ul style="list-style-type: none"> <li>• Additional life insurance for employee, spouse, and/or eligible dependents.</li> <li>• Additional AD&amp;D insurance for employee or family.</li> <li>• Long Term Care for employee, spouse, and/or other eligible family members aged 18-80.</li> </ul>
Domestic Partner	The City of Corvallis provides insurance benefits to an employee's opposite or same-gender domestic partner.

**RETIREMENT**

PERS / OPSRP / IAP	The City participates in the Public Employee Retirement System (PERS), the Oregon Public Employee Retirement System (OPSRP), and the Individual Account Program (IAP). New employees, who are not already PERS or OPSRP members, become OPSRP members after six full months of employment. The City contributes 6% of monthly wages to the IAP on behalf of the employee.
Deferred Compensation	Employees are eligible to make pre-tax contributions to a 457 deferred compensation plan. The City contributes the equivalent of 1% of monthly wages.

**LEAVE BENEFITS**

Sick Leave	Employees accrue 8 hours of sick leave (pro-rated for part-time) per pay period month, up to a maximum of 960 hours.																											
Vacation / Vacation in lieu of Holiday	<div>Following 6 months of service, employees are eligible to use the accumulated 96 hours of vacation / vacation in lieu of holiday hours. Vacation / vacation in lieu of holiday accruals per pay period month are as follows (pro-rated for part-time):</div> <table><tr><th>Months of Service</th><th>Monthly Accrual Rate</th><th>Annual Accrual Rate</th></tr><tr><td>0-6 months (0-.5 years)</td><td>16.00 hours</td><td></td></tr><tr><td>7-30 months (.5-2.5 years)</td><td>16.25 hours</td><td>195 hours (24.375 days)</td></tr><tr><td>31-60 months (2.5-5 years)</td><td>17.25 hours</td><td>207 hours (25.875 days)</td></tr><tr><td>61-120 months (5-10 years)</td><td>18.25 hours</td><td>219 hours (27.375 days)</td></tr><tr><td>121-180 months (10-15 years)</td><td>20.25 hours</td><td>243 hours (30.375 days)</td></tr><tr><td>181-240 months (15-20 years)</td><td>22.25 hours</td><td>267 hours (33.375 days)</td></tr><tr><td>241+ months (20+ years)</td><td>24.25 hours</td><td>291 hours (36.375 days)</td></tr><tr><td>Maximum Accrual</td><td colspan="2">2 x annual accrual (pro-rated for part-time)</td></tr></table>	Months of Service	Monthly Accrual Rate	Annual Accrual Rate	0-6 months (0-.5 years)	16.00 hours		7-30 months (.5-2.5 years)	16.25 hours	195 hours (24.375 days)	31-60 months (2.5-5 years)	17.25 hours	207 hours (25.875 days)	61-120 months (5-10 years)	18.25 hours	219 hours (27.375 days)	121-180 months (10-15 years)	20.25 hours	243 hours (30.375 days)	181-240 months (15-20 years)	22.25 hours	267 hours (33.375 days)	241+ months (20+ years)	24.25 hours	291 hours (36.375 days)	Maximum Accrual	2 x annual accrual (pro-rated for part-time)	
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Bereavement Leave	The City grants up to 4 days leave with pay in the event of a death in the employee’s immediate family. This leave can be supplemented by use of vacation or compensatory time.																											

## OTHER BENEFITS

Flexible Spending Plan (125)	Employees are eligible to participate in a pre-tax deferral plan for medical and dependent care expenses. Funds deferred during the calendar year but not claimed by the end of the annual run-out period are forfeited by the employee. (Not eligible if employee has an HSA.)
Health Reimbursement Arrangement (HRA)  Health Savings Account (HSA)	Employees enrolled in the High Deductible Health Plan (HDHP) receive an annual contribution from the City to one of these accounts. These funds can be used to reimburse the employee's out-of-pocket health care expenses. The City's contribution is \$1500 for single coverage and \$3000 for two-party or family coverage.
Retirement Health Savings Plan (RHSP)	Upon the employee's qualification to receive the Wellness Incentive and/or Attendance Leave Incentive, the City will make a contribution to the employee's RHSP. Vested funds in the RHSP can be used by the employee upon termination of employment to pay for out-of-pocket health expenses and insurance premiums.
Personal Safety Stipend	The City shall provide each employee \$300 for the personal purchase of safety equipment or training.
Wellness Incentive	The City contributes up to 1% of salary to the RHSP account, if the employee completes an annual health risk assessment (0.4%), obtains an approved health screening (0.3%), and pledges to participate at least quarterly in approved wellness program activities (0.3%).
Attendance Leave Incentive	Employees who maintain a sick leave bank of at least 180 hours may be eligible to convert up to two months of sick leave accrual to the RHSP account and up to five months of sick leave accrual to cash. Qualification for the sick leave accrual conversion is based upon the number of sick leave hours accrued but not used during a 12-month time period. Incentive is pro-rated for part-time.
Employee Assistance Program (EAP)	Employees and family members are eligible for up to 4 face-to-face confidential counseling sessions per issue per year. Additional EAP services include 24-hour crisis help, legal services, financial services, identity theft recovery services, and access to life-balance website.
Education Tuition Reimbursement	Upon approval of the Department Director, employees may be reimbursed 50% of tuition costs for job-related courses taken on the employee's own initiative. For courses taken at the request of the City, the City will pay the full cost of tuition and books.
Savings Bonds	Employees are eligible to purchase savings bonds through payroll deduction.
College Savings Plan (529)	Employees are eligible to contribute to the Oregon College Savings Plan through payroll deduction.
Credit Union	Employees are eligible to become a member of Oregon State or Central Willamette Credit Unions.
Employer Transportation Program	Employees using alternative transportation (i.e. carpool, vanpool, transit, bicycling, walking) to get to work are eligible for a taxi ride home when there is an unforeseeable emergency.
Public Service <i>Loan Forgiveness</i> (PSLF) Program	Public Service <i>Loan Forgiveness</i> (PSLF) is a federal program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. <a href="https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service">https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service</a>

Note: All CRCCA employee benefits and contributions listed on this summary are subject to change. (Updated July 1, 2016.)